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# A Skills Transferability Analysis to Support Reemployment and Retraining Plans Prepared for Former Workers of San Antonio Shoe, Inc.

Maine Department of Labor

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**Infopaks**

*A Skills Transferability Analysis  
to Support Reemployment  
and Retraining Plans*

*prepared for  
The Former Workers  
of*

**San Antonio  
Shoe, Inc.**



# A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for the Former Workers of San Antonio Shoe, Inc.

A Workforce Information Product Funded Through  
National Emergency Training Grant  
U.S. Department of Labor  
Employment and Training Administration

*John Dorrer, Director  
Center for Workforce Research and Information*

*August 2008*

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## Preface

Dislocated workers who are able to confidently identify their knowledge, skills, and abilities (KSAs) will be more successful in their job search and career advancement over those who rely on past experience, former job titles, and industry associations. In modern labor markets, KSAs are primary determinants of employment qualifications among occupations and industries.

To maximize reemployment prospects for these workers, we need to assist them with locating new employment opportunities that require similar KSAs. For workers seeking career advancement or qualifications for new jobs, we need to assist them in gauging the skills gap they have in relation to target occupations and careers. Workforce boards must also be able to alert economic development agencies and businesses in the region seeking to expand by communicating skills based information about the new pool of workers that is available as a result of layoffs or plant closings.

The Maine Department of Labor, Center for Workforce Research and Information is committed to the analysis of structural changes in the Maine economy. The information in this report is intended to facilitate the movement of Maine workers from industries in decline to other employers with growing need for skilled workers.

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John Dorrer, Director

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## Company Background

San Antonio Shoe was started in 1976 in San Antonio, Texas. They are a family-owned company specializing in men's and women's shoes, and handbags. All production is domestic, primarily in the southwest. The Pittsfield Maine plant, known as SAS Pittsfield, began operation under this ownership when purchased from the owners of the previously closed Northeast Shoe in 1983. The Pittsfield plant is San Antonio Shoe's only facility located outside the southwest. This plant has been manufacturing shoes under various names since its purchase by Mr. Joseph Cianchette and partners in 1941.

In January 2008 San Antonio Shoe announced they would be closing the Pittsfield plant by the end of summer, eliminating all employment at this site. Production will be moved to their expanded facility in San Antonio, TX. The Pittsfield layoffs will begin at the start of summer and continue in groups based on seniority. Approximately 145 workers will be dislocated.

## The Labor Market

Economic conditions in the Pittsfield Labor Market Area, which comprises 12 towns, have been relatively stagnant in recent years with virtually no labor force growth and consistently higher than average unemployment rates each year since 2000. The June 2008 unemployment rate of 6.8 percent was well above the 5.0 percent statewide average. The region has a higher than average concentration of manufacturing jobs than most of the state, which has been a primary factor in the lack of growth.

Some former SAS workers may find job opportunities at the New Balance Athletic Shoe company, which has operations in commuting distance of Pittsfield in Skowhegan (20 miles) and Norridgewock (32 miles). It should be noted, though, that footwear manufacturing has been among the fastest declining industries in Maine in the last two decades and re-employment in the industry is not likely for the majority of former SAS workers.

There is substantial economic mass within 50 miles of Pittsfield, where the population and labor force total 457,000 and 236,000, and the unemployment rate is 5.2 percent. Faster growth and lower unemployment prevail in the Bangor (5.2% unemployment), Waterville (5.4%), Augusta (4.7%), and Belfast (5.4%) areas, all within commuting range of Pittsfield. The Skowhegan area (7.1% unemployment) is also in commuting range.

## Characteristics of San Antonio Shoe Workers

Demographic information was collected from 118 employees during Rapid Response sessions early in 2008. Workers reported age ranged from 23 to 80, with an average of 49. Half worked at the site for more than 15 years, 75 percent were female, and seven percent were veterans. Eighty-five percent had completed high-school and four percent had completed some level of postsecondary training. Reported wages ranged from a low of \$7.00 to a high of \$21.25 per hour, with median earnings of \$11.00 per hour.

Characteristic	Number of Workers
<b>Age</b>	
45 and under	46
46 to 55	34
56 to 64	29
65 and up	7
Average Age = 49	
<b>Job Tenure at Site</b>	
10 or less	46
10 to 19	22
20 to 29	51
30 and over	0
Average Tenure = 15 years	
<b>Town of Residence</b>	
Pittsfield	25
Palmyra	14
Burnham	14
St. Albans	10
Hartland	9
Detroit	8
Plymouth	4
Corinna	4
Newport	4
Other	26

## Jobs in Demand – Current Job Openings in Maine

The responsibilities of most of SAS production workers fit into three Standard Occupational Classification (SOC) job titles (complete company staffing is covered in the occupational profiles):

- 51-6042 Shoe Machine Operators and Tenders
- 51-6031 Sewing Machine Operators
- 51-9198 Helpers-Production Workers

A July 25, 2008 search of job postings with Maine CareerCenters revealed none that directly match these occupations within 50 miles of Pittsfield and only 10 production job postings of any type, three of which were for New Balance Athletic Shoe in Skowhegan. Statewide there were 38 production job postings.

## Re-Employment Prospects and the Employment Outlook

Employment is expected to rise four percent in the central region of Maine between 2004 and 2014 – about half the statewide rate of growth. The economic base of the region continues a shift away from manufacturing to service-providing industries. Industries projected to gain the most jobs include social assistance, nursing and residential care facilities, food services, local government, ambulatory healthcare services, and hospitals. Manufacturing of leather, wood, and paper products are among industries projected to lose the most jobs.

Among occupations, the number of production jobs is expected to continue to decline, though some job openings are expected to meet replacement demand as existing workers retire or otherwise leave the work force. As the following table



indicates, most job growth and job openings are expected in healthcare; food preparation; personal, community, and social services; sales; and management occupations.

Well-paying jobs in growing occupations generally require specific technical skills. The skill sets of dislocated SAS workers generally are not transferable to those fields of work. The lack of in-demand skills limits their re-employment opportunities. (Additional industry and occupational projections information is provided in Appendices A-D at the back of this report.)

### Central Region Projected Job Growth between 2004 and 2014 By Major Occupational Group in Descending Order by Net Job Gain

Occupational Group	Employment		Job Gain (net)	Annual Openings (growth and replacement)
	2004	2014		
Total, All Occupations	83,758	87,381	3,623	2,521
Healthcare Practitioners and Technical Occupations	5,269	5,934	665	166
Food Preparation and Serving Related Occupations	6,087	6,675	588	297
Personal Care and Service Occupations	3,005	3,512	507	118
Community and Social Services Occupations	3,252	3,679	427	104
Healthcare Support Occupations	2,897	3,322	425	86
Sales and Related Occupations	7,658	8,066	408	305
Management Occupations	4,985	5,363	378	130
Building, Grounds Cleaning, & Maintenance Occs.	2,926	3,143	217	81
Construction and Extraction Occupations	5,218	5,409	191	119
Transportation and Material Moving Occupations	5,545	5,711	166	146
Education, Training, and Library Occupations	5,422	5,583	161	133
Installation, Maintenance, and Repair Occupations	3,438	3,589	151	103
Business and Financial Operations Occupations	2,733	2,874	141	68
Computer and Mathematical Occupations	908	1,035	127	27
Protective Service Occupations	1,683	1,778	95	60
Legal Occupations	794	876	82	19
Arts, Design, Entertainment, Sports, & Media Occs.	978	1,034	56	24
Life, Physical, and Social Science Occupations	942	985	43	27
Farming, Fishing, and Forestry Occupations	964	998	34	29
Architecture and Engineering Occupations	962	992	30	25
Office and Administrative Support Occupations	12,798	12,356	-442	329
Production Occupations	5,294	4,467	-827	129
* Central region consists of Kennebec and Somerset counties				

### Retraining Possibilities

The profiles for matched occupations included in this report contain related occupations with training requirements. These occupations were selected based on projected employment growth from 2004-2014 and comparable wages earned at San Antonio Shoe.

Workers may have additional work experience or hobbies and interests beyond the work skills defined for a specific SAS job. These additional skills may lead to retraining possibilities for entry into growing or in-demand occupations. Clients should work with a CareerCenter counselor to identify their options and look at other occupations in demand that may not

be referenced in this analysis. Resources such as *Hot Jobs in Maine to 2014* may be helpful to clients in identifying occupations in demand that might be of interest to them.

As a next best option to longer-term retraining, workers and placement specialists should look at the matched occupational profile for the list of largest employing industries as a source of potential job openings.

## Transferable Skills

Every occupation has skill requirements that are transferable to other occupations. The O\*NET Online Occupational Information Network (<http://online.onetcenter.org/>) is a powerful occupational analysis tool that provides the ability to identify transferable skills. O\*NET occupational profiles are available in summary, detail, or custom format. They list Knowledge, Skills, Abilities (KSAs) and additional attributes related to each occupation. A skills search within the application provides alternate occupations that possess some or all of the skills selected for search. O\*NET occupational profiles are available online and are therefore not included in this report. The following is an example of several transferable skills of one San Antonio Shoe occupation.

**Shoe Machine Operators and Tenders:** Very limited opportunities are projected for this occupation, with only three openings per year to meet replacement demand and a projected job loss of 49% between 2004 and 2014. The O\*Net profile of this occupation lists its top five skills as active learning, speaking, active listening, time management, and coordination. A skills search of available occupations based on these five attributes produced 312 potential matches, many existing in the same Job Zone as the original occupation.

This method of identifying transferable skills is simple, but it does provide a starting point in identifying opportunities for those transitioning out of declining industries. A transferable skills match reveals potential occupations for which applicants might have interest in obtaining training. A client's previous employment in other occupations and their interests also play a role in developing a training plan.

## Job Titles, Number of Workers, and Equivalent Occupational Codes

The 118 workers who provided occupational information were coded into 15 SOC's. An additional 15 occupations were added based on staffing patterns typical of this industry. These occupations are the basis of this skills analysis. We began with an examination of the skills associated with each occupation employed by the company to capture the details associated with job performance and matched them to SOC's. This occupational structure is used nationwide for occupational analysis, and provides a basis for comparative analysis to identify related occupations found in Maine and the regional economy. Such analysis also permits the identification of comparable jobs in different industries or helps in the assessment of skill gaps for workers seeking new careers.

SAN ANTONIO SHOE JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
OES staffing pattern	-	11-1021	General and Operations Manager
OES staffing pattern	-	11-3049	Human Resource Manager, All Other
OES staffing pattern	-	11-3051	Industrial Production Manager
Human Resources	1	13-1072	Compensation, Benefits, and Job Analysis Specialists
OES staffing pattern	-	13-1073	Training and Development Specialist
OES staffing pattern	-	13-2011	Accountants and Auditors
Research and Development	1	27-1022	Fashion Designer
OES staffing pattern	-	37-2011	Janitors and Cleaners, Except Maids and Housekeeping
OES staffing pattern	-	41-1011	First-Line Supervisor/Manager of Retail Sales Workers
OES staffing pattern	-	41-2031	Retail Salesperson
OES staffing pattern	-	43-3051	Payroll and Timekeeping Clerk
Receptionist	1	43-4171	Receptionists and Information Clerks
Purchasing	1	43-5071	Shipping, Receiving and Traffic Clerks

SAN ANTONIO SHOE JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
<i>OES staffing pattern</i>	-	43-5081	Stock Clerks and Order Fillers
<i>OES staffing pattern</i>	-	43-5111	Weighers, Measurers, Checkers, & Samplers, Recordkeeping
<i>OES staffing pattern</i>	-	43-6011	Executive Secretaries and Administrative Assistants
<i>OES staffing pattern</i>	-	43-6014	Secretaries, Except Legal, Medical and Executive
<i>OES staffing pattern</i>	-	43-9021	Data Entry Keyers
Maintenance, Mechanic Trainee	3	49-9041	Industrial Machinery Mechanics
Foreman/Supervisor	10	51-1011	First-Line Supervisors/Managers of Production & Operating Workers
<i>OES staffing pattern</i>	-	49-9041	Industrial Machinery Mechanics
<i>OES staffing pattern</i>	-	51-1011	First-Line Supervisors/Managers of Production & Operating Workers
Stitching	11	51-6031	Sewing Machine Operators
Repairer	1	51-6041	Shoe and Leather Workers and Repairers
1 <sup>st</sup> half co, Booth Trim, Bottoming, BUI, D-Ringer, Edge Trimmer	32	51-6042	Shoe Machine Operators and Tenders
Cutter	5	51-9032	Cutting and Slicing Machine Setters, Operators & Tenders
BKup Insp., Final Inspector, Leather Sorter	5	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
Bottom Cementer, Cementer, Lacer/Cement	5	51-9191	Cementing and Gluing Machine Operators and Tenders
Backup, Laborer. Floor support, Utility Worker	21	51-9198	Helpers—Production Workers
Delivery Driver	1	53-3032	Truck Drivers, Heavy and Tractor Trailer

## Profile Notes

Wage information is for Maine's Southwest Balance of State. Employment outlook data is for the central region of the state, comprised of Kennebec and Somerset Counties. Largest employing industries are statewide.

For Training Required in each profile, training and education requirements are defined as follows:

1. First Professional Degree
2. Doctoral Degree
3. Master's Degree
4. Bachelor's Degree or higher, plus Work Experience
5. Bachelor's Degree
6. Associate Degree
7. Post Secondary Vocational Training
8. Work Experience in a Related Occupation
9. Long-term On-the-Job Training
10. Moderate-term On-the-Job Training
11. Short-term On-the-Job Training

## MATCHED OCCUPATIONAL PROFILES

## MATCHED OCCUPATION: General and Operations Managers SOC -11-1021

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Bachelor's Degree plus work experience

### Skills Associated with this occupation:

Active Listening	Management of Personnel Resources
Time Management	Judgment and Decision Making
Monitoring	Reading Comprehension
Speaking	Management of Financial Resources
Active Learning	Persuasion

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$36.42

### Largest Employing Maine Industries:

Employment	Industry
500	Professional, Scientific, and Technical Services
460	Public Administration
430	Educational Services
410	Administrative and Support Services
390	Food and Beverage Stores

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	10,273	1254	Total	325	35
Year 2014	11,583	1367	Due to Growth	131	11
Net Change	1,310	113	Due to Replacement	194	24
Percent Change	12.8%	9.0%			

### Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
No Other Related Occupations Available for the Central Region					

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Human Resources Managers, All Others SOC - 11-3049

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Bachelor's Degree plus work experience

### Skills Associated with this occupation:

Active Listening	Management of Personnel Resources
Reading Comprehension	Writing
Speaking	Negotiating
Time Management	Social Perceptiveness
Critical Thinking	Instructing

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$31.60

### Largest Employing Maine Industries:

Employment	Industry
50	Management of Companies and Enterprises
30	Educational Services
30	Hospitals and Ambulatory Healthcare Services
20	Administrative and Support Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	353	40	Total	9	2
Year 2014	384	45	Due to Growth	3	1
Net Change	31	5	Due to Replacement	6	1
Percent Change	8.8%	12.5%			

### Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
11-3011	Administrative Services Managers	140	0.0%	\$24.35	4
11-9111	Medical and Health Managers	260	10.0%	\$31.41	4
11-9131	Postmasters and Mail Superintendents	39	-17.9%	\$25.51	8
13-1073	Training and Development Specialists	134	10.4%	\$19.01	5

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Industrial Production Managers SOC - 11-3051

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Work experience in a related occupation

Skills Associated with this occupation:

Active Listening	Judgment and Decision Making
Critical Thinking	Reading Comprehension
Management of Personnel Resources	Coordination
Monitoring	Time Management
Complex Problem Solving	Speaking

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$37.03

Largest Employing Maine Industries:

Employment	Industry
100	Paper Manufacturing
90	Fabricated Metal Product Manufacturing
80	Wood Product Manufacturing
50	Transportation Equipment Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	702	87	Total	14	2
Year 2014	654	77	Due to Growth	0	0
Net Change	-48	-10	Due to Replacement	14	2
Percent Change	-6.8%	-11.5%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
11-1011	Chief Executives	196	4.1%	\$49.72	4
11-3071	Transportation, Storage & Distribution Managers	64	7.8%	\$34.33	8
11-9011	Farm, Ranch, and Other Agricultural Managers	93	28.0%	\$29.88 <sup>3</sup>	4
13-1021	Purchasing Agents and Buyers, Farm Products	29	6.9%	\$20.42	8
17-3026	Industrial Engineering Technicians	15	-20.0%	\$25.19 <sup>3</sup>	6

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Compensation, Benefits, and Job Analysis Specialists SOC - 13-1072

SAS Pittsfield Manufacturing Job Titles: Human Resources

Number of Affected Workers: 1

Training Requirements: Bachelor's Degree

Skills Associated with this occupation:

Reading Comprehension	Active Listening
Critical Thinking	Writing
Judgment and Decision Making	Service Orientation
Speaking	Time Management
Coordination	Monitoring

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$21.36

Largest Employing Maine Industries:

Employment	Industry
180	Educational Services
90	Management of Companies and Enterprises
80	Public Administration
30	Merchant Wholesalers, Durable Goods

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	735	114	Total	18	2
Year 2014	807	118	Due to Growth	7	0
Net Change	72	4	Due to Replacement	11	2
Percent Change	9.8%	3.5%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
13-1023	Purchasing Agents	112	1.8%	\$22.34	8
13-2021	Appraisers and Assessors of Real Estate	96	7.3%	\$19.02	7
15-2031	Operations Research Analysts	12	8.3%	\$31.44	3

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.



## MATCHED OCCUPATION: Training and Development Specialists SOC - 13-1073

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Bachelor's Degree

Skills Associated with this occupation:

Active Listening	Speaking
Time Management	Reading Comprehension
Writing	Critical Thinking
Instructing	Active Learning
Learning Strategies	Service Orientation

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$19.01

Largest Employing Maine Industries:

Employment	Industry
110	Management of Companies and Enterprises
80	Educational Services
60	Credit Intermediation and Related Activities
50	Administrative and Support Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	1,026	134	Total	31	3
Year 2014	1,173	148	Due to Growth	15	1
Net Change	147	14	Due to Replacement	16	2
Percent Change	14.3%	10.4%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
13-1111	Management Analysts	228	0.9%	\$23.67	4
25-9031	Instructional Coordinators	79	12.7%	\$24.36	3
39-9032	Recreation Workers	161	14.9%	\$11.16	11
43-1011	First-Line Supervisors/Managers of Office Workers	831	1.6%	\$17.86	8

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Accountants and Auditors SOC - 13-2011

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Bachelor's Degree

Skills Associated with this occupation:

Mathematics	Active Listening
Critical Thinking	Monitoring
Judgment and Decision Making	Active Learning
Reading Comprehension	Systems Analysis
Systems Evaluation	Coordination

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$22.76

Largest Employing Maine Industries:

Employment	Industry
1,210	Professional, Scientific, and Technical Services
380	Public Administration
200	Management of Companies and Enterprises
150	Insurance Carriers and Related Activities

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	3,587	482	Total	90	9
Year 2014	3,804	465	Due to Growth	22	0
Net Change	217	-17	Due to Replacement	68	9
Percent Change	6.0%	-3.5%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
11-3031	Financial Managers	352	8.2%	\$32.92	4
13-1051	Cost Estimators	80	10.0%	\$25.33	8
13-2031	Budget Analysts	32	6.4%	\$24.60	5
13-2081	Tax Examiners, Collector and Revenue Agents	122	-3.3%	\$17.74	5

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Fashion Designers SOC - 27-1022

SAS Pittsfield Manufacturing Job Titles: Research and Development

Number of Affected Workers: 1

Training Requirements: Associate's Degree

Skills Associated with this occupation:

Time Management  
Critical Thinking  
Speaking  
Learning Strategies  
Persuasion

Coordination  
Active Learning  
Active Listening  
Mathematics  
Operations Analysis

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$31.67<sup>3</sup>

Largest Employing Maine Industries:

Employment	Industry
***	Self-Employed

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	14	N/A	Total	0	N/A
Year 2014	12	N/A	Due to Growth	0	N/A
Net Change	-2	N/A	Due to Replacement	0	N/A
Percent Change	-14.3%	N/A			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	Central Region <sup>1</sup>		Southwest BOS <sup>1</sup>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
17-1012	Landscape Architects	13	0%	\$34.94	5
17-3011	Architectural and Civil Drafters	45	-11.1%	\$17.78	7
27-1011	Art Directors	16	6.3%	\$24.91	4
27-1023	Floral Designers	62	11.3%	\$9.56	10
27-1025	Interior Designers	23	4.3%	\$19.33	6

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Janitors and Cleaners, Except Maids and Housekeeping SOC 37-2011

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

Reading Comprehension	Active Listening
Speaking	Coordination
Equipment Selection	Time Management
Equipment Maintenance	Writing
Instructing	Judgment and Decision Making

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$10.93

Largest Employing Maine Industries:

Employment	Industry
2,980	Educational Services
500	Hospitals
500	Public Administration
330	Social Assistance

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	11,208	1,337	Total	322	34
Year 2014	12,296	1,431	Due to Growth	109	9
Net Change	1,088	94	Due to Replacement	213	25
Percent Change	9.7%	7.0%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
37-3011	Landscaping and Groundskeeping Workers	587	8.7%	\$11.10	11
47-3011	Helpers-Brickmasons, Blockmasons, Stonemasons	35	2.9%	\$13.48 <sup>3</sup>	11
47-3015	Helpers-Pipelayers, Plumbers, Pipefitters	22	4.5%	\$11.30	11
49-3022	Automotive Glass Installers and Repairers	15	7.1%	\$12.86 <sup>3</sup>	9
49-9098	Helpers-Installation, Maintenance & Repair Workers	51	3.9%	\$10.70	11

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: First-Line Supervisor/Managers of Retail Sales Workers SOC - 41-1011

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Work experience in a related occupation

Skills Associated with this occupation:

Management of Personnel Resources	Active Listening
Service Orientation	Time Management
Instructing	Monitoring
Reading Comprehension	Judgement and Decision Making
Active Learning	Critical Thinking

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$15.76

Largest Employing Maine Industries:

Employment	Industry
840	Food and Beverage Stores
780	Gasoline Stations
680	Motor Vehicle and Parts Dealers
560	Building Material and Garden Equipment and Supplies Dealers
550	Clothing and Clothing Accessories Stores

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	9,811	1,212	Total	229	26
Year 2014	10,345	1,255	Due to Growth	53	4
Net Change	534	43	Due to Replacement	176	22
Percent Change	5.4%	3.5%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
11-2022	Sales Manager	136	13.2%	\$32.73	4
11-3061	Purchasing Managers	25	-4.0%	\$32.39	4
11-9051	Food Service Managers	210	9.5%	\$23.11	8
11-9081	Lodging Managers	79	13.9%	\$29.76	8
11-9141	Property, Real Estate, and Community Asso. Mgrs.	88	21.6%	\$24.23	5

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Retail Salesperson SOC - 41-2031

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

Active Listening	Mathematics
Speaking	Social Perceptiveness
Critical Thinking	Writing
Judgment and Decision Making	Instructing
Reading Comprehension	Time Management

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$12.05

Largest Employing Maine Industries:

Employment	Industry
3,310	General Merchandise Stores
3,150	Clothing and Clothing Accessories Stores
2,060	Building Material and Garden Equipment and Supplies Dealers
2,010	Sporting Goods, Hobby, Book, and Music Stores

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	18,493	2,086	Total	923	99
Year 2014	21,003	2,315	Due to Growth	251	23
Net Change	2,510	229	Due to Replacement	672	76
Percent Change	13.6%	11.0%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
41-2021	Counter and Rental Clerk	216	15.7%	\$9.42	11
41-4011	Sales Representatives	86	14.0%	\$29.88	10
43-4051	Customer Service Representatives	791	12.9%	\$12.34	10
53-3031	Driver/Sales Workers	243	2.5%	\$9.75	11

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Payroll and Timekeeping Clerks SOC - 43-3051

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Time Management	Mathematics
Reading Comprehension	Active Listening
Speaking	Active Learning
Judgment and Decision Making	Critical Thinking
Learning Strategies	Writing

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$14.19

Largest Employing Maine Industries:

Employment	Industry
90	Public Administration
80	Professional, Scientific, and Technical Services
70	Specialty Trade Contractors
70	Management of Companies and Enterprises

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	1,003	116	Total	35	4
Year 2014	1,085	125	Due to Growth	8	1
Net Change	82	9	Due to Replacement	27	3
Percent Change	8.2%	7.8%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
43-3021	Billing and Posting Clerks	283	-1.8%	\$12.14	10
43-3061	Procurement Clerks	24	-12.5%	\$17.58	11
43-5081	Stock Clerks and Order Fillers	973	-10.3%	\$9.87	11
43-9051	Mail Clerks and Mail Machine Operators	65	-40.0%	\$10.14	11
43-9111	Statistical Assistants	31	-6.5%	\$14.83 <sup>3</sup>	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Receptionists and Information Clerks SOC - 43-4171

SAS Pittsfield Manufacturing Job Titles: Receptionist

Number of Affected Workers: 1

Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

Active Listening	Speaking
Reading Comprehension	Writing
Service Orientation	Learning Strategies
Social Perceptiveness	Critical Thinking
Time Management	Active Learning

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$10.61

Largest Employing Maine Industries:

Employment	Industry
380	Ambulatory Health Care Services
320	Hospitals
230	Professional, Scientific, and Technical Services
190	Administrative and Support Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	3,432	415	Total	125	14
Year 2014	3,841	451	Due to Growth	41	4
Net Change	409	36	Due to Replacement	84	10
Percent Change	11.9%	8.7%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
41-2011	Cashiers	16,629	3.7%	\$8.33	11
41-2021	Counter and Rental Clerks	1,849	19.2%	\$9.42	11
43-2011	Switchboard Operators	1,077	-13.6%	\$10.94	11
43-3021	Billing and Posting Clerks	2,496	-3.6%	\$12.14	10
43-9061	Office Clerks, General	12,157	2.7%	\$10.73	11

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.



## MATCHED OCCUPATION: Shipping, Receiving, and Traffic Clerks SOC - 43-5071

SAS Pittsfield Manufacturing Job Titles: Purchasing

Number of Affected Workers: 1

Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

Active Listening

Speaking

Writing

Learning Strategies

Social Perceptiveness

Reading Comprehension

Time Management

Mathematics

Monitoring

Critical Thinking

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$12.27

Largest Employing Maine Industries:

Employment	Industry
380	Merchant Wholesalers
270	Miscellaneous Store Retailers
210	General Merchandise Stores
200	Building Material and Garden Equipment and Supplies Dealers

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	2,948	347	Total	63	7
Year 2014	2,964	332	Due to Growth	2	0
Net Change	16	-15	Due to Replacement	61	7
Percent Change	0.5%	-4.3%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
43-3061	Procurement Clerks	24	-12.5%	\$17.58	11
43-5061	Production, Planning, and Expediting Clerks	94	-3.2%	\$19.30 <sup>3</sup>	11
43-5081	Stock Clerks and Order Fillers	973	-10.3%	\$9.87	11
43-5111	Weighers, Measures, Checkers, and Samplers	36	-13.9%	\$12.63	11
43-9051	Mail Clerks and Mail Machine Operators	65	-40.0%	\$10.41	11
53-6051	Transportation Inspector	13	0%	\$20.31	8

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Stock Clerk and Order Fillers SOC - 43-5081

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

Speaking	Active Listening
Active Learning	Mathematics
Critical Thinking	Coordination
Learning Strategies	Social Perceptiveness
Reading Comprehension	Service Orientation

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$9.87

Largest Employing Maine Industries:

Employment	Industry
2,750	Food and Beverage Stores
1,720	General Merchandise Stores
470	Merchant Wholesalers, Durable Goods
200	Building Material and Garden Equipment and Supplies Dealers
180	Public Administration

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	6,725	973	Total	249	36
Year 2014	6,226	873	Due to Growth	0	0
Net Change	-499	-100	Due to Replacement	249	36
Percent Change	-7.4%	-10.3%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
25-4031	Library Technician	103	1.0%	\$12.99	7
43-4121	Library Assistants, Clerk	34	5.9%	\$10.17	11
43-5061	Production, Planning and Expediting Clerks	94	-3.2%	\$19.30 <sup>3</sup>	11
43-5071	Shipping, Receiving, and Traffic Clerks	347	-4.3%	\$12.27	11
43-5111	Weighers, Measurers, Checkers, and Samplers	36	-13.9%	\$12.63	11

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

# MATCHED OCCUPATION: Weighers, Measurers, Checkers, and Samplers, Recordkeeping SOC - 43-5111

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

Reading Comprehension	Writing
Active Listening	Coordination
Speaking	Mathematics
Monitoring	Instructing
Learning Strategies	Operation Monitoring

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$12.63

Largest Employing Maine Industries:

Employment	Industry
90	Professional, Scientific, and Technical Services
30	Food Manufacturing
20	Plastics and Rubber Products Manufacturing

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	364	36	Total	9	1
Year 2014	339	31	Due to Growth	0	0
Net Change	-25	-5	Due to Replacement	9	1
Percent Change	-6.9%	-13.9%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	Central Region <sup>1</sup>		Southwest BOS <sup>1</sup>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
43-3061	Procurement Clerks	24	-12.5%	\$17.58	11
43-5071	Shipping, Receiving, and Traffic Clerks	347	-4.3%	\$12.27	11
43-5081	Stock Clerks and Order Fillers	973	-10.3%	\$9.87	11
43-9051	Mail Clerks and Machine Operators	65	-40.0%	\$10.14	11

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Executive Secretaries and Administrative Assistants SOC - 43-6011

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Active Listening	Reading Comprehension
Time Management	Speaking
Writing	Critical Thinking
Active Learning	Coordination
Monitoring	Service Orientation

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$19.49

Largest Employing Maine Industries:

Employment	Industry
400	Professional, Scientific, and Technical Services
320	Public Administration
260	Hospitals
200	Ambulatory Health Care Services
170	Administrative and Support Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	4,062	472	Total	97	9
Year 2014	4,254	470	Due to Growth	19	0
Net Change	192	-2	Due to Replacement	78	9
Percent Change	4.7%	-0.4%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
13-1111	Management Analysts	228	0.9%	\$23.67	4
43-3061	Procurement Clerks	24	-12.5%	\$17.58	7
43-4031	Court, Municipal, and License Clerks	235	11.5%	\$12.79	11
43-5061	Production, Planning, and Expediting Clerks	94	-3.2%	\$19.30 <sup>3</sup>	11
43-6012	Legal Secretaries	157	3.8%	\$15.37	7

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Secretaries, Except Legal, Medical and Executive SOC 43-6014

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Active Listening	Reading Comprehension
Time Management	Speaking
Writing	Social Perceptiveness
Active Learning	Critical Thinking
Monitoring	Learning Strategies

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$13.14

Largest Employing Maine Industries:

Employment	Industry
3190	Educational Services
740	Professional, Scientific, and Technical Services
600	Public Administration
550	Ambulatory Health Care Services
510	Hospitals

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	10,687	1,338	Total	205	26
Year 2014	9,850	1,191	Due to Growth	0	0
Net Change	-837	-147	Due to Replacement	205	26
Percent Change	-7.8%	-11.0%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

			<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
SOC	Occupation	Employment 2004	Percent Change to 2014	Average Wage	Training Required*	
43-3021	Billing and Posting Clerks and Machine Operators	283	-1.8%	\$12.14	10	
43-3071	Tellers	292	13.4%	\$10.47	11	
43-4031	Court, Municipal, and License Clerks	235	11.5%	\$12.79	11	
43-4131	Loan Interviewers and Clerks	76	-5.3%	\$12.41	11	
43-4171	Receptionists and Information Clerks	415	8.7%	\$10.61	11	

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Data Entry Keyers SOC - 43-9021

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Reading Comprehension	Speaking
Active Listening	Critical Thinking
Social Perceptiveness	Service Orientation
Active Learning	Learning Strategies
Writing	Time Management

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$11.18

Largest Employing Maine Industries:

Employment	Industry
130	Public Administration
120	Credit Intermediation and Related Activities
120	Administrative and Support Services
110	Internet Service Providers, Web Search Portals, and Data Processing Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	1,075	146	Total	25	3
Year 2014	946	124	Due to Growth	0	0
Net Change	-129	-22	Due to Replacement	25	3
Percent Change	12.0%	-15.1%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
43-3021	Billing and Posting Clerks	283	-1.8%	\$12.14	10
43-4071	File Clerks	59	-52.5%	\$10.17	11
43-9022	Word Processors and Typists	546	-29.1%	\$12.18	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: First-Line Supervisors/Managers of Mechanics, Installers, and Repairers SOC - 49-1011

SAS Pittsfield Manufacturing Job Titles: OES Staffing Pattern Estimate

Number of Affected Workers: Training Requirements: Work experience in a related occupation

Skills Associated with this occupation:

Management of Personnel Resources	Reading Comprehension
Equipment Selection	Active Listening
Installation	Instructing
Time Management	Critical Thinking
Troubleshooting	Equipment Maintenance

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$24.20

Largest Employing Maine Industries:

Employment	Industry
450	Motor Vehicle and Parts Dealers
370	Repair and Maintenance
300	Public Administration
190	Paper Manufacturing
140	Specialty Trade Contractors

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	3,945	310	Total	76	103
Year 2014	4,144	327	Due to Growth	20	22
Net Change	199	17	Due to Replacement	76	81
Percent Change	5.0%	5.5%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
17-2121	Marine Engineers and Naval Architects	43 <sup>3</sup>	-2.3% <sup>3</sup>	\$32.23	5
37-1012	First-Line Supervisors/Mgrs of Landscaping	83	4.8%	\$15.38	8
45-1011	First-Line Supervisors/Mgrs of Farming, Fishing	55	9.1%	\$29.56	8

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Industrial Machinery Mechanics SOC - 49-9041

SAS Pittsfield Manufacturing Job Titles: Maintenance, Mechanic Trainee

Number of Affected Workers: 3      Training Requirements: Long-term on-the-job training

Skills Associated with this occupation:

Repairing	Troubleshooting
Equipment Maintenance	Equipment Selection
Installation	Critical Thinking
Operation Monitoring	Reading Comprehension
Active Listening	Active Learning

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$16.61

Largest Employing Maine Industries:

Employment	Industry
190	Food Manufacturing
130	Public Administration
100	Wood Product Manufacturing
60	Leather and Allied Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	943	97	Total	19	2
Year 2014	925	84	Due to Growth	0	0
Net Change	-18	-13	Due to Replacement	19	2
Percent Change	-1.9%	-13.4%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
49-3011	Aircraft Mechanics and Service Technicians	12	-8.3%	\$15.21	7
49-3023	Automotive Service Technicians and Mechanics	790	9.7%	\$14.69	7
49-9098	Helper-Installation, Maintenance & Repair Workers	51	3.9%	\$10.70	11
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	175	-16.0%	\$15.17	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.



## MATCHED OCCUPATION: First Line Supervisors/Managers of Production & Operating Workers SOC - 51-1011

SAS Pittsfield Manufacturing Job Titles: Foreman/Supervisor

Number of Affected Workers: 10

Training Requirements: Work Experience in a Related Occupation

Skills Associated with this occupation:

Active Listening	Management of Personnel Resources
Reading Comprehension	Instructing
Monitoring	Speaking
Time Management	Critical Thinking
Judgment and Decision Making	Coordination

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$24.42

Largest Employing Maine Industries:

Employment	Industry
280	Wood Product Manufacturing
270	Paper Manufacturing
270	Fabricated Metal Product Manufacturing
260	Food Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	3,722	372	Total	78	8
Year 2014	3,602	349	Due to Growth	0	0
Net Change	-120	-23	Due to Replacement	78	8
Percent Change	-3.2%	-6.2%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
11-3051	Industrial Production Managers	87	-11.5%	\$37.03	8
11-3061	Purchasing Managers	25	-4.0%	\$32.39	4
11-9121	Natural Sciences Managers	42	9.5%	\$35.85	4
13-1021	Purchasing Agents and Buyers, Farm Products	29	6.9%	\$20.42	8

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Sewing Machine Operators SOC - 51-6031

SAS Pittsfield Manufacturing Job Titles: Stitching

Number of Affected Workers: 11

Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Active Listening

Instructing

Equipment Maintenance

Quality Control Analysis

Learning Strategies

Active Learning

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$11.15

Largest Employing Maine Industries:

Employment	Industry
160	Textile Product Mills
90	Apparel Manufacturing
60	Textile Mills

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	1,143	326	Total	14	4
Year 2014	836	185	Due to Growth	0	0
Net Change	-307	-141	Due to Replacement	14	4
Percent Change	-26.9%	-43.3%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
51-5022	Prepress Technicians and Workers	31	-9.7%	\$14.06	7
51-5023	Printing Machine Operators	90	3.3%	\$14.81 <sup>3</sup>	10
51-6041	Shoe and Leather Workers and Repairers	30	-40.0%	\$12.08	9
51-6042	Shoe Machine Operators and Tenders	104	-53.8%	\$12.12 <sup>3</sup>	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Shoe and Leather Workers and Repairers SOC -51-6041

SAS Pittsfield Manufacturing Job Titles: Repairer

Number of Affected Workers: 1

Training Requirements: Long-term on-the-job training

Skills Associated with this occupation:

Active Listening	Speaking
Reading Comprehension	Time Management
Instructing	Coordination
Equipment Maintenance	Management of Material Resources
Writing	Active Learning

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$12.72

Largest Employing Maine Industries:

Employment	Industry
***	Leather and Applied Manufacturing

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	151	30	Total	5	1
Year 2014	121	18	Due to Growth	0	0
Net Change	-30	-12	Due to Replacement	5	1
Percent Change	-19.9%	-40.0%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	Central Region <sup>1</sup>		Southwest BOS <sup>1</sup>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-9071	Jewelers and Precious Stone & Metal Workers	20	0%	\$10.25	7
51-9194	Etchers and Engravers	39 <sup>3</sup>	-7.7% <sup>3</sup>	\$11.57 <sup>3</sup>	9

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Shoe Machine Operators and Tenders SOC - 51-6042

SAS Pittsfield Manufacturing Job Titles: 1<sup>st</sup> half co, 2<sup>nd</sup> half co, Booth Trim, Bottoming, BUI, D-Ringer, Edge Trimmer, Erase Slpr

Number of Affected Workers: 32

Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Active Learning	Speaking
Active Listening	Time Management
Coordination	Critical Thinking
Quality Control Analysis	Judgment and Decision Making
Repairing	Learning Strategies

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$12.12

Largest Employing Maine Industries:

Employment	Industry
210	Leather and Allied Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	211	104	Total	3	1
Year 2014	108	48	Due to Growth	0	0
Net Change	-103	-56	Due to Replacement	3	13
Percent Change	-48.8%	-35.8%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
51-5022	Prepress Technicians	31	-9.7%	\$14.06	7
51-5023	Printing Machine Operators	90	3.3%	\$13.11 <sup>3</sup>	10
51-6031	Sewing Machine Operators	326	-43.3%	\$11.15	10
51-6041	Shoe and Leather Workers and Repairers	30	-40.0%	\$12.08	9

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: 51-6051 Sewers, Hand

SAS Pittsfield Manufacturing Job Titles: Handsewing

Number of Affected Workers: 26

Training Requirements: Short-term on-the-job training

Associated O\*NET Skills:

Time Management	Equipment Selection
Active Listening	Management of Material Resources
Monitoring	Judgement and Decision Making
Quality Control Analysis	Critical Thinking
Operations Analysis	Management of Financial Resources

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage:\$10.25

Largest Employing Maine Industries:

Employment	Industry
99	Self-Employed and Unpaid Family Workers <b>(42% of total employment)</b>
na	Footwear Manufacturing
na	Amusement and Recreation Industries, Other
na	Cut and Sew Apparel Manufacturing
na	Clothing Stores
na	Fabric Mills

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2006	235	na	Total	4	na
Year 2016	168	na	Due to Growth	0	na
Net Change	-67	na	Due to Replacement	4	na
Percent Change	-28.5%	na			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

Note: Very limited opportunities projected for the occupations defined as related.

SOC	Occupation	Central Region <sup>1</sup> Employment 2004	Percent Change to 2014	Southwest BOS <sup>1</sup> Average Wage	Training Required
51-9071	Jewelers & Precious Stone/Metal Workers	20	0.0%	\$15.53	7
51-9123	Painting, Coating, and Decorating Workers	14	21.4%	\$11.00	11
51-9131	Photographic Process Workers	na	na	na	10
49-9093	Fabric Menders, Except Garment	na	na	na	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

na denotes data not available.

\* See profile notes on page 5 of report.

## MATCHED OCCUPATION: Cutting and Slicing Machine Setters, Operators, and Tenders SOC - 51-9032

SAS Pittsfield Manufacturing Job Titles: Cutter

Number of Affected Workers: 5

Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Equipment Maintenance	Mathematics
Operation and Control	Troubleshooting
Instructing	Operation Monitoring
Quality Control Analysis	Reading Comprehension
Judgment and Decision Making	Active Listening

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$18.13

Largest Employing Maine Industries:

Employment	Industry
310	Paper Manufacturing
70	Leather and Allied Product Manufacturing
40	Wood Product Manufacturing
30	Printing and Related Support Activities

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	801	123	Total	17	3
Year 2014	680	95	Due to Growth	0	0
Net Change	-121	-28	Due to Replacement	17	3
Percent Change	-15.1%	-22.8%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
51-4011	Computer-Controlled Machine Tool Operators	25	-3.8%	\$16.73	10
51-4031	Cutting, Punching, and Press Machine Setters	51	-31.4%	\$11.72	10
51-4033	Grinding, Lapping, Polishing, and Buffing Mach.	41	-17.1%	\$14.81	10
51-4072	Molding, Coremaking, & Casting Mach. Strs.	120 <sup>3</sup>	-11.7% <sup>3</sup>	\$15.17 <sup>3</sup>	10
51-7042	Woodworking Machine Setters	112	-26.8%	\$11.55	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Inspectors, Testers, Sorters, Samplers, and Weighers SOC - 51-9061

SAS Pittsfield Manufacturing Job Titles: BKup Insp., Final Inspector, Inspector, Leather Sorter

Number of Affected Workers: 5

Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Quality Control Analysis	Active Listening
Reading Comprehension	Instructing
Operation Monitoring	Learning Strategies
Mathematics	Speaking
Active Learning	Time Management

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$15.17

Largest Employing Maine Industries:

Employment	Industry
180	Wood Product Manufacturing
160	Paper Manufacturing
100	Fabricated Metal Product Manufacturing
70	Chemical Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	1,886	175	Total	43	4
Year 2014	1,747	147	Due to Growth	0	0
Net Change	-139	-28	Due to Replacement	43	4
Percent Change	-7.4%	-16.0%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
51-4011	Computer-Controlled Machine Tool Operators	52	-3.8%	\$16.73	10
51-4041	Machinists	186	-1.1%	\$18.69	9
51-5023	Printing Machine Operators	90	3.3%	\$14.81	10
51-6031	Sewing Machine Operators	326	-43.3%	\$11.15	10
51-6061	Textile Bleaching and Dyeing Machine Operators	55	-45.5%	\$10.92	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Cementing and Gluing Machine Operators and Tenders SOC - 51-9191

SAS Pittsfield Manufacturing Job Titles: Bottom Cementer, Cementer, Lacer/Cementer

Number of Affected Workers: 5      Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Operation and Control	Troubleshooting
Equipment Maintenance	Operation Monitoring
Equipment Selection	Instructing
Judgment and Decision Making	Learning Strategies
Mathematics	Reading Comprehension

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$10.74

Largest Employing Maine Industries:

Employment	Industry
30	Leather and Allied Product Manufacturing
20	Wood Product Manufacturing

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	125	78	Total	3	3
Year 2014	105	84	Due to Growth	0	1
Net Change	-20	6	Due to Replacement	3	2
Percent Change	-16.0%	7.7%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	Central Region <sup>1</sup>		Southwest BOS <sup>1</sup>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
51-4011	Computer-Controlled Machine Tool Operators	10	10.0%	\$16.73	10
51-4033	Grinding, Lapping, Polishing and Buffing Machine	41	-17.1%	\$13.16	10
51-4193	Plating and Coating Machine Setters	116	-8.6% <sup>3</sup>	\$14.33 <sup>3</sup>	10
51-9121	Coating, Painting, and Spraying Mach. Strs.	109	-22.9%	\$19.64	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.



## MATCHED OCCUPATION: Helper-Production Workers SOC - 51-9198

SAS Pittsfield Manufacturing Job Titles: Backup, Laborer, Floor Support, Utility worker

Number of Affected Workers: 22

Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

Equipment Selection	Active Listening
Coordination	Instructing
Reading Comprehension	Speaking
Quality Control Analysis	Troubleshooting
Learning Strategies	Critical Thinking

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$12.51

Largest Employing Maine Industries:

Employment	Industry
320	Food Manufacturing
320	Administrative and Support Services
310	Wood Product Manufacturing
190	Paper Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	1,945	240	Total	55	7
Year 2014	1,868	231	Due to Growth	0	0
Net Change	-77	-9	Due to Replacement	55	7
Percent Change	-4.0%	-3.8%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
47-3015	Helpers-Pipelayers, Plumbers, Pipefitters	22	4.5%	\$11.30	11
51-4121	Welders, Soldering, and Brazing Mach. Strs.	174	1.1%	\$15.38	9
51-5022	Prepress Technicians and Workers	31	-9.7%	\$14.06	7
51-9032	Cutting and Slicing Machine Setters	123	-22.8%	\$18.13	10

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

## MATCHED OCCUPATION: Truck Drivers, Heavy and Tractor-Trailer SOC - 53-3032

SAS Pittsfield Manufacturing Job Titles: Delivery Driver

Number of Affected Workers: 1

Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Equipment Maintenance	Active Listening
Time Management	Coordination
Judgment and Decision Making	Reading Comprehension
Troubleshooting	Speaking
Mathematics	Critical Thinking

Southwest Balance of State (BOS)<sup>1</sup> 2006 Average Wage: \$14.96

Largest Employing Maine Industries:

Employment	Industry
3,670	Truck Transportation
1,120	Specialty Trade Contractors
1,120	Nonstore Retailers
1,100	Merchant Wholesalers

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Central Region <sup>1</sup>		Maine	Central Region <sup>1</sup>
Year 2004	11,118	1,317	Total	277	28
Year 2014	12,126	1,379	Due to Growth	94	6
Net Change	938	62	Due to Replacement	183	22
Percent Change	8.4%	4.7%			

Best Retraining Options of O\*Net and Maine Employment Info Guide (MEIG) Related Occupations:

SOC	Occupation	<u>Central Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
53-3021	Bus Drivers, Transit and Intercity	97	18.6%	\$9.85	10
53-3022	Bus Drivers, School	270	10.4%	\$13.75	11
53-3033	Truck Drivers, Light or Delivery	564	9.9%	\$12.54	11
53-6011	Bridge and Lock Tenders	13	15.4%	\$10.74 <sup>3</sup>	11
53-7051	Industrial Truck and Tractor Operators	246	0.0%	\$12.59	11

<sup>1</sup> Southwest Balance of State and Central Region have different geographic definitions.

<sup>2</sup> No Other Related Occupations Available for the Central Region.

<sup>3</sup> State

<sup>4</sup> Regional

\* See profile notes on page 5.

**Appendix A:**

**Industries Projected to Gain or Lose the Largest Number of Jobs in Central Maine Between 2004 and 2014\***

<b>Industries Expected to Gain 10 or More Jobs</b>		<b>Industries Expected to Lose Jobs</b>	
Social assistance	870	Leather and allied product manufacturing	-559
Nursing and residential care facilities	553	Paper manufacturing	-275
Food services and drinking places	457	Wood product manufacturing	-111
Local Government	395	Federal Government	-90
Ambulatory health care services	379	Fabricated metal product manufacturing	-85
Hospitals	306	Telecommunications	-71
General merchandise stores	259	Apparel manufacturing	-49
Motor vehicle and parts dealers	173	Clothing and clothing accessories stores	-40
Food and beverage stores	164	Machinery manufacturing	-26
Nonstore retailers	152	Plastics and rubber products manufacturing	-19
Amusements, gambling, and recreation	148	Management of companies and enterprises	-15
Building material and garden supply stores	117	Sporting goods, hobby, book and music stores	-14
Accommodation	104	ISPs, search portals, and data processing	-14
Professional, Scientific and Tech Services	103	Food manufacturing	-12
Merchant wholesalers, nondurable goods	96	Furniture and related product manufacturing	-8
Membership associations and organizations	92	Private households	-5
Merchant wholesalers, durable goods	90	Support activities for transportation	-2
Gasoline stations	73	Forestry and logging	-2
Educational services	62	Printing and related support activities	-1
Heavy and civil engineering construction	61	Personal and laundry services	-1
Repair and maintenance	59		
Administrative, Support & Waste Management Services	58		
Specialty trade contractors	56		
Real estate	56		
Credit intermediation and related activities	51		
Couriers and messengers	47		
Miscellaneous store retailers	46		
Animal production	44		
State Government	29		
Rental and leasing services	29		
Transit and ground passenger transportation	25		
Construction of buildings	24		
Insurance carriers and related activities	22		
Publishing industries, except Internet	21		
Funds, trusts, and other financial vehicles	17		
Electronic markets and agents and brokers	14		
Crop production	13		
Health and personal care stores	10		

*\*Central Maine consists of Kennebec and Somerset Counties*

**Appendix B:**  
**Employment by Occupational Group in Central Maine in 2004 and Projected 2014\***

Occupational Group	Average Employment		Change in Employment		Average Annual Openings		
	2004	2014	Net	Percent	Growth	Replace-ment	Total
<i>Total</i>	83,758	87,381	3,623	4.3%	571	1,950	2,521
Management, Business and Financial Occupations	7,718	8,237	519	6.7%	57	141	198
Management Occupations	4,985	5,363	378	7.6%	40	90	130
Business and Financial Operations Occupations	2,733	2,874	141	5.2%	17	51	68
Professional and Related Occupations	18,527	20,118	1,591	8.6%	167	358	525
Computer and Mathematical Occupations	908	1,035	127	14.0%	15	12	27
Architecture and Engineering Occupations	962	992	30	3.1%	4	21	25
Life, Physical, and Social Science Occupations	942	985	43	4.6%	5	22	27
Community and Social Services Occupations	3,252	3,679	427	13.1%	43	61	104
Legal Occupations	794	876	82	10.3%	9	10	19
Education, Training, and Library Occupations	5,422	5,583	161	3.0%	18	115	133
Arts, Design, Entertainment, Sports, and Media Occupations	978	1,034	56	5.7%	6	18	24
Healthcare Practitioners and Technical Occupations	5,269	5,934	665	12.6%	67	99	166
Service Occupations	16,598	18,430	1,832	11.0%	189	453	642
Healthcare Support Occupations	2,897	3,322	425	14.7%	43	43	86
Protective Service Occupations	1,683	1,778	95	5.6%	13	47	60
Food Preparation and Serving Related Occupations	6,087	6,675	588	9.7%	60	237	297
Building and Grounds Cleaning and Maintenance Occupations	2,926	3,143	217	7.4%	22	59	81
Personal Care and Service Occupations	3,005	3,512	507	16.9%	51	67	118
Sales and Related Occupations	7,658	8,066	408	5.3%	45	260	305
Office and Administrative Support Occupations	12,798	12,356	-442	-3.5%	34	295	329
Farming, Fishing, and Forestry Occupations	964	998	34	3.5%	7	22	29
Construction and Extraction Occupations	5,218	5,409	191	3.7%	23	96	119
Installation, Maintenance, and Repair Occupations	3,438	3,589	151	4.4%	22	81	103
Production Occupations	5,294	4,467	-827	-15.6%	5	124	129
Transportation and Material Moving Occupations	5,545	5,711	166	3.0%	23	123	146

\*Central Maine consists of Kennebec and Somerset counties.

Appendix C: Occupations with the Largest Projected Number of Annual Openings in Central Maine, 2004 to 2014*							
SOC Code	Occupation	Average Employment		Average Annual Openings			Education/Training Requirement
		2004	2014	Growth	Replacement	Total	
41-2011	Cashiers	2,284	2,309	3	111	114	Short-term on-the-job training
41-2031	Retail Salespersons	2,086	2,315	23	76	99	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,460	1,641	18	63	81	Short-term on-the-job training
29-1111	Registered Nurses	2,160	2,484	32	45	77	Associate degree
35-3031	Waiters and Waitresses	996	1,095	10	51	61	Short-term on-the-job training
39-9021	Personal and Home Care Aides	927	1,214	29	15	44	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,320	1,293	0	43	43	Short-term on-the-job training
35-2021	Food Preparation Workers	779	856	8	28	36	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	973	873	0	36	36	Short-term on-the-job training
11-1021	General and Operations Managers	1,254	1,367	11	24	35	Bachelor's degree plus work experience
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,337	1,431	9	25	34	Short-term on-the-job training
39-9011	Child Care Workers	966	1,036	7	26	33	Short-term on-the-job training
43-9061	Office Clerks, General	1,503	1,477	0	33	33	Short-term on-the-job training
31-1012	Nursing Aides, Orderlies, and Attendants	1,462	1,571	11	19	30	Postsecondary vocational training
49-3023	Automotive Service Technicians and Mechanics	790	867	8	21	29	Postsecondary vocational training
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,317	1,379	6	22	28	Moderate-term on-the-job training
21-1093	Social and Human Service Assistants	700	847	15	12	27	Moderate-term on-the-job training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,212	1,255	4	22	26	Work experience in a related occupation
43-6014	Secretaries, Except Legal, Medical, and Executive	1,338	1,191	0	26	26	Moderate-term on-the-job training
31-1011	Home Health Aides	584	729	15	8	23	Short-term on-the-job training
25-2031	Secondary School Teachers, Except Special and Vocational Education	824	821	0	23	23	Bachelor's degree
43-4051	Customer Service Representatives	791	893	10	12	22	Moderate-term on-the-job training
47-4051	Highway Maintenance Workers	743	850	11	11	22	Moderate-term on-the-job training
37-2012	Maids and Housekeeping Cleaners	783	842	6	16	22	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,095	1,074	0	21	21	Moderate-term on-the-job training
47-2031	Carpenters	1,083	1,108	3	18	21	Long-term on-the-job training
25-9041	Teacher Assistants	1,058	1,067	1	20	21	Short-term on-the-job training
25-2021	Elementary School Teachers, Except Special Education	870	884	1	19	20	Bachelor's degree
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	592	636	4	16	20	Moderate-term on-the-job training
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	831	844	1	18	19	Work experience in a related occupation
37-3011	Landscaping and Groundskeeping Workers	587	638	5	13	18	Short-term on-the-job training
43-3071	Tellers	292	331	4	14	18	Short-term on-the-job training
21-1021	Child, Family, and School Social Workers	619	683	6	11	17	Bachelor's degree
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	481	529	5	11	16	Work experience in a related occupation
49-9042	Maintenance and Repair Workers, General	667	701	3	13	16	Moderate-term on-the-job training
21-1023	Mental Health and Substance Abuse Social Workers	449	529	8	8	16	Master's degree
35-2014	Cooks, Restaurant	377	411	3	12	15	Long-term on-the-job training
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	182	212	3	12	15	Short-term on-the-job training

\*Central Maine consists of Kennebec and Somerset counties.

Appendix D: Occupations with the Largest Projected Net Job Loss in Central Maine Between 2004 and 2014*					
SOC Code	Occupation	Average Employment		Net Decline	Education/Training Requirement
		2004	2014		
43-9022	Word Processors and Typists	546	387	-159	Moderate-term on-the-job training
43-6014	Secretaries, Except Legal, Medical, and Executive	1,338	1,191	-147	Moderate-term on-the-job training
51-2092	Team Assemblers	552	409	-143	Moderate-term on-the-job training
51-6031	Sewing Machine Operators	326	185	-141	Moderate-term on-the-job training
43-5081	Stock Clerks and Order Fillers	973	873	-100	Short-term on-the-job training
51-6042	Shoe Machine Operators and Tenders	104	48	-56	Moderate-term on-the-job training
43-4061	Eligibility Interviewers, Government Programs	271	228	-43	Moderate-term on-the-job training
45-4021	Fallers	187	155	-32	Moderate-term on-the-job training
43-9011	Computer Operators	67	36	-31	Moderate-term on-the-job training
43-4071	File Clerks	59	28	-31	Short-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	112	82	-30	Moderate-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	123	95	-28	Moderate-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	175	147	-28	Moderate-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,320	1,293	-27	Short-term on-the-job training
43-5052	Postal Service Mail Carriers	165	138	-27	Short-term on-the-job training
47-2061	Construction Laborers	596	570	-26	Moderate-term on-the-job training
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	65	39	-26	Short-term on-the-job training
43-9061	Office Clerks, General	1,503	1,477	-26	Short-term on-the-job training
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	109	84	-25	Moderate-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	129	104	-25	Short-term on-the-job training
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	372	349	-23	Work experience in a related occupation
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	120	97	-23	Moderate-term on-the-job training
43-9021	Data Entry Keyers	146	124	-22	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,095	1,074	-21	Moderate-term on-the-job training
33-9032	Security Guards	158	137	-21	Short-term on-the-job training
53-7063	Machine Feeders and Offbearers	82	62	-20	Short-term on-the-job training
51-9196	Paper Goods Machine Setters, Operators, and Tenders	181	162	-19	Moderate-term on-the-job training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	114	95	-19	Short-term on-the-job training
43-2011	Switchboard Operators, Including Answering Service	122	104	-18	Short-term on-the-job training
41-9041	Telemarketers	132	114	-18	Short-term on-the-job training
13-2011	Accountants and Auditors	482	465	-17	Bachelor's degree
15-1021	Computer Programmers	99	82	-17	Bachelor's degree
41-2022	Parts Salespersons	216	199	-17	Moderate-term on-the-job training
35-2012	Cooks, Institution and Cafeteria	263	247	-16	Moderate-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51	35	-16	Moderate-term on-the-job training
51-8021	Stationary Engineers and Boiler Operators	83	67	-16	Long-term on-the-job training
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	44	28	-16	Moderate-term on-the-job training
49-9044	Millwrights	117	102	-15	Long-term on-the-job training
43-5071	Shipping, Receiving, and Traffic Clerks	347	332	-15	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	97	84	-13	Long-term on-the-job training

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